

## ABSTRACT

Bachelor's thesis includes 96 pages, 13 tables, 10 drawings, 2 attachments. The bibliography list consists of 33 items.

The aim is to study measures to improve personnel policy on outsourcing basis.

The study used a set of general and specific scientific methods, including systematic approach, methods of economic and statistical analysis, theoretical generalization, grouping, peer review, synthesis, induction and deduction, and graphical method.

In the proposed measures to improve personnel policy based on outsourcing can be implemented by domestic industry as streamline costs associated with personnel management and concentrate on solving urgent issues directly related to the main business.

The management of JSC «Ukrtelecom» was used by the proposed measures for improvement of personnel policy based on outsourcing (Act implementing №15 from 29.04.16).

The theoretical and practical results of the study appear in national publications and collections of scientific works:

1. Marina Shkrobot, Viktoriia Tkach. VII National scientific-practical conference «Modern approaches to business management» with international participation. Outsourcing – the way of improving personnel policies. April 28, 2016. – p. 102.

2. Viktoriia Tkach. Electronic Scientific works «Modern approaches to business management». Outsourcing – the way of improving personnel policies. April 28, 2016.

3. Viktoriia Tkach. International Scientific and Practical Internet Conference «Twelfth economic and legal debate». Improving human resources policy based on outsourcing. May 24, 2016

**Keywords:** *company personnel policy, personnel management system, the formation of personnel policy, outsourcing, human resources outsourcing, HR-outsourcing.*